

**ONE CIRCLE**  
**FOUNDATION**  
We are all connected.

# Honoring Wisdom

One Circle Foundation  
Annual Report 2023



# Letter From Our Co-Founder



*“As boys or as men... I feel that a lot of the time we suppress our emotions, and being able to talk to a friend that you know you can trust. I felt like I formed a closer bond with that group. So I feel like the group was something that was good and necessary.”* — **YOUTH PARTICIPANT**

Grateful Greetings to our OCF Community,

This young man’s words above highlight our “why”: if each young person has a supportive Circle community where they can be real, be valued, and belong, then they can communicate openly, share compassion, know their purposes, and go after their dreams.

Through 2023, that purpose has driven our efforts on all fronts. The Board, leadership, staff, and consultants, in partnership with you, the program directors, facilitators, and hosts, worked passionately upfront and behind the scenes to provide One Circle Foundation’s gender- and culturally-responsive trainings and curricula to realize an ever-greater vision of more youth connecting in effective Circles.

This post-pandemic year supplied new challenges and expansive avenues for greater connection. Attendees wanted in-person training again - and online. Trainers doubled up with delivery skill sets for both arenas. Community facilitators expressed concerns as they witnessed gender-expansive

youth contending with increasingly harsher environments, and our team responded with guidance, skill-building, and a new complementary Circle session to boost protective factors for LGBTQ+ youth and families. Our Board of Directors and COO came together in San Diego for the first in-person retreat since pre-COVID. With a board member’s inspiring call to “level up”, we may have blown out the meeting room’s circuits with each one’s minds, hearts and wisdom coalescing and radiating at a perceptibly higher frequency, generating potent ideas and strategies to further our impact.

A mid-year change in our leadership also created a hurdle and prompted a beneficial collaboration at One Circle Foundation (OCF). In May, Jana Hiraga concluded her role as Executive Director after thoughtfully guiding the staff through the peak of the pandemic and the concomitant systems changes. Jana’s departure for fresh opportunities was the second leadership change in three years at OCF, a jolt for the board, staff and stakeholders. Nancy Roldán Johnson, Board Co-Chair, and with extensive nonprofit and corporate leadership experience, stepped up as Interim Executive Director.

Moorea Dickason, then Director of Outreach and Engagement and long-term staff member, accepted the new position of Chief Operating Officer. These two leaders dove in together like an Olympic synchronized diving pair, with their shared objectives to support the staff with listening sessions and well-being practices, to implement the first phase of a new strategic plan, and to align OCF’s people, projects and positions for greater effectiveness. With Nancy and Moorea’s synergy, another kind of leveling up emerged that demonstrated their and the staff’s unequivocal commitment to carry forward to the next generation the original work at OCF, to promote resiliency and healthy relationships through OCF Circle models so that all youth grow courageously toward their dreams.

The way forward at OCF in 2024 is clear, compassionate, coordinated and connected.

With immeasurable gratitude to all,

**Beth Hossfeld, LMFT**  
CO-FOUNDER, PAST PRESIDENT  
BOARD OF DIRECTORS



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# Letter From Our Interim Executive Director



*We honor everyone's wisdom. Everyone's experiences and viewpoints are valid and deserving of respect. We recognize that we haven't lived all the same experiences as others have lived.*

**Honoring Wisdom** is our theme for our inaugural Annual Report and one of One Circle Foundation's ten core values guiding the practices and ways we connect in Circles and with each other as individuals and professionals. It's a practice we leaned into, navigating the change in leadership midway through 2023. Everyone's wisdom is valid and deserving of respect gave Moorea Dickason confidence to pursue the open role of Executive Director and the Board of Directors the responsiveness to consider her accomplishments, many talents, strengths, and readiness for the position. It quickly became evident that Moorea is the ideal leader for One Circle Foundation. She has the complete faith of the staff, the Board of Directors, and our partners. To support her transition and success, I joined the staff as Interim Executive Director with an established background in finance and nonprofit leadership, skills Moorea quickly applied in her role as Chief Operating Officer.

Throughout my term as Interim Executive Director, I witnessed firsthand how our commitment to Honoring Wisdom allows us to effectively serve our community and work together to nurture a culture of respect and understanding where we appreciate each member's varied paths. This collaborative environment enabled us to align

our organizational structure with our developmental goals. Additionally, we established formal employee and operational practices and partnered with reputable bookkeeping and IT firms to help streamline our workflow and deliver consistent results. We also designed an in-house solution to convert our library of activity guides to digital format, an immediate and budget-friendly option for our partners. As a result of these efforts, we met our budget and strategic plan objectives for the year and boosted employee engagement.

*We recognize that we haven't lived all the same experiences as others have lived.*

We acknowledge the lived experiences of our partners facilitating Circles and the youth engaging in them. Our saying, "We value the wisdom of the Circle," is based on this fundamental truth. We honor their wisdom and their desire to be understood, seen, and heard. Additionally, we appreciate feedback from our partners and Circle participants as we believe their voices contribute to improving our programs and ultimately benefit our communities.

As I look ahead, I am confident in the seamless transition and the promising future for One Circle Foundation under Moorea's leadership. It's my pleasure to continue to work together to uphold our core values and serve our mission. I especially appreciate you, our partners, for your vital work supporting today's youth. Thank you!



**Nancy Roldán Johnson**  
INTERIM EXECUTIVE DIRECTOR

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# Vision



We envision a world with an available and accessible **Circle for every youth.**

# Mission



To promote resiliency in children and youth, families, adults, and communities by offering Circle program models that create, restore, and sustain healthy relationships. One Circle Foundation recognizes that healthy relationships are the core element of a healthy individual, family, society, and world.

We train, consult, and equip service providers to implement research-based Circle program models and best practice evidence-based approaches to increase capacities and build **healthy relationships.**



*"Being a part of Girls Circle felt like you could talk about anything... it was calming, like a stress reliever."*

— PARTICIPANT IN GIRLS CIRCLE AT OASIS  
CENTER FOR GIRLS IN TALLAHASSEE, FLORIDA

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# Core Values



The following guide our practices. We strive to interact with all people in a way that reflects these values:



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# Our Story



One Circle Foundation (OCF) was born from the hearts and minds of two women seeking to create a deeply connected life experience for their daughters. OCF has since grown into an internationally recognized non-profit organization providing evidence-based Circle programs for youth and community service providers around the world through powerful facilitator training, expansive curricula, and customized support services.



**1995-1997:** Beth Hossfeld, LMFT, and Giovanna Taormina hold Circles with their daughters in Marin County, California. Giovanna and Beth develop the Girls Circle Facilitator Manual and Girls Circle Facilitator Training and founded the Girls Circle Association, A Project of the Tides Center.

**2003-2008:** Girls Circle Association becomes national consultants to the Office of Juvenile Justice and Delinquency Prevention (OJJDP) who funds Girls Circle trainings in all sectors of care across the country.

**2010:** Women's Circle model and curricula are born in partnership with The Ohio State University.

**2015:** Girls Circle model reaches evidence-based status proven to reduce delinquency in girls.

**2020:** In response to COVID-19, all trainings are redesigned for a virtual setting; OCF successfully conducts 2+ years of online-only training events.

**1999:** First activity guides are released – Friendship, Being a Girl, and Who I Am.

**2008:** Boys Council Facilitator Training Manual developed, and first Boys Council Training is held for Tulare County Juvenile Services. Boys Council research in middle schools and juvenile diversion conducted by Portland State University.

**2012:** Organizational name becomes One Circle Foundation (OCF) and receives independent nonprofit status.

**2018:** CDC funds OCF to develop a free tool to expand understanding and knowledge and to create safety for kids on the SOGIE spectra (sexual orientation, gender identity and expression), resulting in the S.O.G.I.E Handbook.

**2021:** OCF debuts the 4th model, Unity Circle, along with 2 new activity guides, PRIDE and Mitigating Gender & Racial Bias: Intersectionality and Allyship.

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# Board of Directors' 2023 Accomplishments



**EXECUTIVE LEADERSHIP CHANGE:** We experienced a significant mid-year leadership change as Jana Hiraga, our Executive Director since November of 2020, who guided our path thoughtfully and enthusiastically throughout the pandemic, transitioned to new horizons. With Jana's departure, we promoted Moorea Dickason to Chief Operating Officer and Nancy Roldán Johnson to Interim Executive Director. This formidable duo worked together to accomplish the organization's strategic objectives for the year.

**STRATEGIC MISSION ADVANCEMENT:** Our Board of Directors and new leadership team, Nancy and Moorea, held our first in-person board retreat since the pandemic started. The two-day gathering in San Diego was intensive and served as a pivotal moment for us to reconnect with our mission, fine-tune our approach to achieve our strategic objectives, and strengthen our team cohesion.

**FINANCIAL RESILIENCE AND RISK MITIGATION:** As part of our budget and strategic plan for the year, we made investments in our programming and workforce. We took proactive measures to safeguard our mission-critical operations and strengthened our financial stability. Furthermore, we reviewed our internal systems and implemented enhancements to shore up our security, including the acquisition of cybersecurity insurance.

**STRATEGIC PLANNING FOR SUSTAINABLE GROWTH:** We concluded an extensive and inclusive strategic planning process, which resulted in the adoption of a 3-5 year plan. In the year 2023, we not only successfully launched, but also achieved the strategic goals we set for the first year.

**OPERATIONAL EFFICIENCY & FISCAL RESPONSIBILITY:** We partnered with Accounting Resources, Inc. (ARI) to streamline our bookkeeping and accounting services. With over 30 years of experience, ARI is widely recognized for providing exceptional services. We share common values with ARI, including our dedication to sustainability, responsibility, equity, diversity, and inclusion. Their expert team has helped us improve our financial practices and standards.

**GOVERNANCE ENHANCEMENT:** We took steps to ensure that our organization operated with transparency, integrity, and excellence. We conducted our annual review update of our by-laws, ensuring they aligned with current best practices and legal standards and signed essential board agreements to establish a culture of trust and accountability.

**BOARD STRENGTHENING & EXPERTISE ENRICHMENT:** We had the pleasure of announcing Kimberly Selvaggi's appointment to our board of directors. Kimberly is a highly skilled professional and a dear friend of One Circle Foundation. She has a wealth of experience advocating for youth justice in Connecticut and across the nation. As the Chief Strategy Officer at Community Solutions Inc., she brings a great deal of knowledge and expertise in program development and strategy to our board.



**TALKING PIECES** ▶  
Hand-made by staff and used at our in-person trainings during the Circle experience.

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# Strategic Plan Accomplishments 2023

In 2023, thanks to the foresight and dedication of Norrine Russell, Chair of our Board's Strategic Plan Committee, we successfully launched our ambitious 3–5 year strategic plan and accomplished our goals for year one. Her steady support and guidance were instrumental in helping us gain clarity and navigate challenges whenever they arose. Here are the key highlights of our achievements:

## GOAL #1

### Increase capacity & fine-tune organizational culture



- Strengthened the organization's **leadership** by promoting Moorea Dickason to Chief Operating Officer and appointing Nancy Roldán Johnson as Interim Executive Director.
- Aligned our **staff structure** to better suit our organization's needs by hiring Jazlyn Surell as our Administrative Assistant and Victoria Mahand as Director of Training.
- Updated our **HR policies**, which included hiring and onboarding procedures, job descriptions, salaries, contracts, and amendments to our Employee Handbook.
- Conducted an Employee Culture **Pulse Survey** and an Employee Wellness Survey and made policy changes to support our fully remote organization.
- Invested in our staff's **professional development**.
- Established a comprehensive **operations calendar**, formalized supporting standard operating procedures, and established KPI dashboards that helped us achieve our 2023 budget goals.

## GOAL #2

### Programmatic Growth



- Conducted a SWOT analysis which informed us of our strengths and areas of **opportunities** as well as our potential for growth, which we will use to enhance our programs.
- In December, we approved the 2024 budget, which predicts a 10% increase in services we provide—training, consulting, and curricula sales—as well as fundraising activities to finance our **scholarship program**.
- Prepared a **marketing** schedule to streamline our outreach initiatives, generate leads, and minimize inefficiencies.

## GOAL #3

### Revenue Diversification



- Released the Pride curricula in **Spanish** and are translating additional curricula to market to individuals and organizations.
- Began digitizing our curricula, releasing one **digital** version per month. This new format provides immediate and global delivery of our activity guides.



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# Recent Research on One Circle Foundation Models

## CORNELL EVALUATION SHOWS EFFICACY IN SOME OUTCOMES

Cornell University's ACT for Youth Adolescent Health Unit and the State of NY's Dep't of Health received a grant from the CDC to evaluate the efficacy of OCFs Brothers As Allies© curriculum for early adolescent males in diverse, socioeconomically disadvantaged communities to reduce risk for future sexual violence perpetration, between 2016 and 2021.

While the covid-19 pandemic brought the study to a halt, **some key outcomes were considered effective.**

From Time 1 to Time 2, compared to the youth in the control groups, participants in The Council for Boys and Young Men's Brothers as Allies groups showed:

- Higher reports of victimization. This finding may reflect broader awareness of sexual aggression and violence as a result of program participation.
- Lower sexual violence perpetration
- Lower reported sexual harassment of others
- More likely to tell someone how they feel
- Less likely to call someone "homo" or "gay" if they thought the person was gay

OCF looks forward to continuing collaborations with partners to evaluate effectiveness of our Circle models to provide greater protection and support to all youth.

\*Girls Circle® is the first gender-responsive program in the United States to demonstrate effectiveness in reducing delinquency for girls.

<https://onecirclefoundation.org/gc-research>



*"When working with immigrant boys, one of the toughest things to deal with is leaving your home country, leaving everything behind and adapting to a new one. It's never easy. Having the chance to provide these boys with a place where they can express themselves is the most valuable thing."*

**Octavio Medina**

**BOYS COUNCIL FACILITATOR**

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# Scholarships

Over **\$30,000** in scholarship funds were applied to training attendees and curricula donations.



**Girls Circle Facilitator Training:** “One thing that I’d like to express to the One Circle Foundation Scholarship is gratitude and thanks. Thank you for allowing me to participate and become a better facilitator, to learn from the other members from my training, and to be able to connect with others.”

— **CECE PIERRE, GCFT, 1-24-23**

**The Council for Boys and Young Men Facilitator Training:** “One way to encapsulate my experience of the trainers was fantastic. They were so well versed, very energetic, very hands-on and super positive so I really appreciated having this experience and opportunity to be with them in this space”

— **LEMNY PEREZ, TCFT, 12-5-23**



**Mother-Daughter Circle Facilitator Training:** “I’m grateful & blessed to receive a scholarship from One Circle Foundation to attend the Mother-Daughter Circle Training. The strategies integrated in the curriculum I feel will equip me to create inclusive and supportive environments for mothers and daughters. I’m excited to immerse myself in innovative strategies coupled with Hawaiian core values to pursue a personal mission in ‘raising resiliency’ for our local families.” — **RITA GRILHO, MODA, 9-28-23**

**Mitigating Gender and Racial Bias: Intersectionality and Allyship Training:** “I learned more in-depth about intersectionality and cultural humility. Receiving a scholarship from One Circle Foundation to attend this training will impact my community by helping me facilitate groups through a lens to help mitigate any gender or racial biases and help me to support both the kids that I work with and their families.” — **JULIA LIGHTSEY, MGRB, 11-1-23**



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# Training Hosts



One Circle Foundation travels around the US and Internationally to provide our four trainings: Girls Circle Facilitator Training, The Council for Boys and Young Men Facilitator Training, Mother-Daughter Circle Facilitator Training, and the Mitigating Gender and Racial Bias: Intersectionality and Allyship Training.

These training events are typically hosted by an organization local to the area, bringing our trainers to provide private training for their staff or opening the training up to the general public, allowing service providers from all sectors to attend and receive this pivotal professional development. [Our training hosts](#) are the superstars behind the scenes, making these training events happen and ensuring that the attendees and the trainers have everything they need for a successful experience.



*There are two types of people. Those who plow forward and build an out-of-the-box desk without reading the directions and the other who painstakingly checks to make certain all the parts are in order, follows directions and starts once the entire manual is read. Which one are you?*



Click to read our blog post: ["Using Your Manual"](#)

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# Training Hosts

Hear from some of our training hosts from 2023:



“The Douglas Education Services District is proud to collaborate with the One Circle Foundation in hosting a series of highly valuable trainings for our behavior support staff and educators this year. These engaging sessions have provided invaluable tools, fostering a positive and inclusive environment for professional development, and establishing a strong foundation for the effective implementation of One Circle groups in schools. The trainers' expertise and dedication, coupled with the practical strategies shared, have significantly enhanced the overall effectiveness of our professional team, better equipping them to support the diverse needs of students in rural Oregon.”

—**Cati Adkins, SBMH GRANT MANAGER, DOUGLAS ESD, BEHAVIOR SUPPORT SERVICES AT DOUGLAS EDUCATION SERVICES DISTRICT**

“Hosting The Council for Boys and Young Men Facilitator Training was an unbelievable experience as I participated in the training as well. The dynamics of in-person training vs online is so different. The facilitators created a good rapport with all participants as we all felt comfortable enough to share within the 2-day training. Most of the participants were staff from H2 Academic Solutions, who are our program providers for Valencia County, and I have heard nothing but praise toward the trainers, Michelangelo Lobato and Christopher Emanuel, and the contents of the training. One Circle Foundation Programs will continuously be utilized in our community as we have a youth need.”

—**Christine Arrellin, CONTINUUM COORDINATOR AT VALENCIA COUNTY JUVENILE JUSTICE ADVISORY BOARD**



“We're excited to say that in Union County, there are 4 trained facilitators running two Boys Council groups so far this year! One is happening for 6-8 6th grade students at a middle school; the other, an entire 7th grade class of 24 students in another district is participating in the Boys Council and Girls Circle as part of fulfilling their Suicide Prevention, Intervention and Postvention Plan (Oregon Senate Bill 52) in creating an inclusive, safe school community by teaching social and friendship skills. Kids look forward and ask when we're having our One Circle times! Other students now feel comfortable talking with adults about their concerns within their peer groups—one counselor has received 3 reports thus far of possible self-harm situations to look into! One Circle is changing and saving lives and improving communication!”

—**Rheadean Hays & Sherilyn Roberts, CENTER FOR HUMAN DEVELOPMENT SERVICES DISTRICT**



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# Empowering Justice-Involved Women

## ONE CIRCLE FOUNDATION ATTENDS AJFO NATIONAL CONFERENCE IN TULSA, OKLAHOMA

In October, Danielle Sutherland, Manager of Outreach and Engagement, and Nancy Roldán Johnson, Interim Executive Director, attended the Association of Justice-Involved Females and Organizations (AJFO) Conference, gaining insights from individuals who had been incarcerated or involved with the law. They learned about their challenges and the support they need before, during, and after their time in prison, witnessing firsthand how services that empower, ensure safety, and teach life skills can prevent individuals from getting involved with the law. Danielle presented our evidence-based Girls Circle® model, which attendees found inclusive, safe, and easy to facilitate.



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# New Products



## ORGULLO

We translated our revolutionary PRIDE activity guide for LGBTQ+ youth into Spanish. This Circle program provides a safe and supportive environment for all youth with expansive gender identities and sexual orientations, as well as their allies.

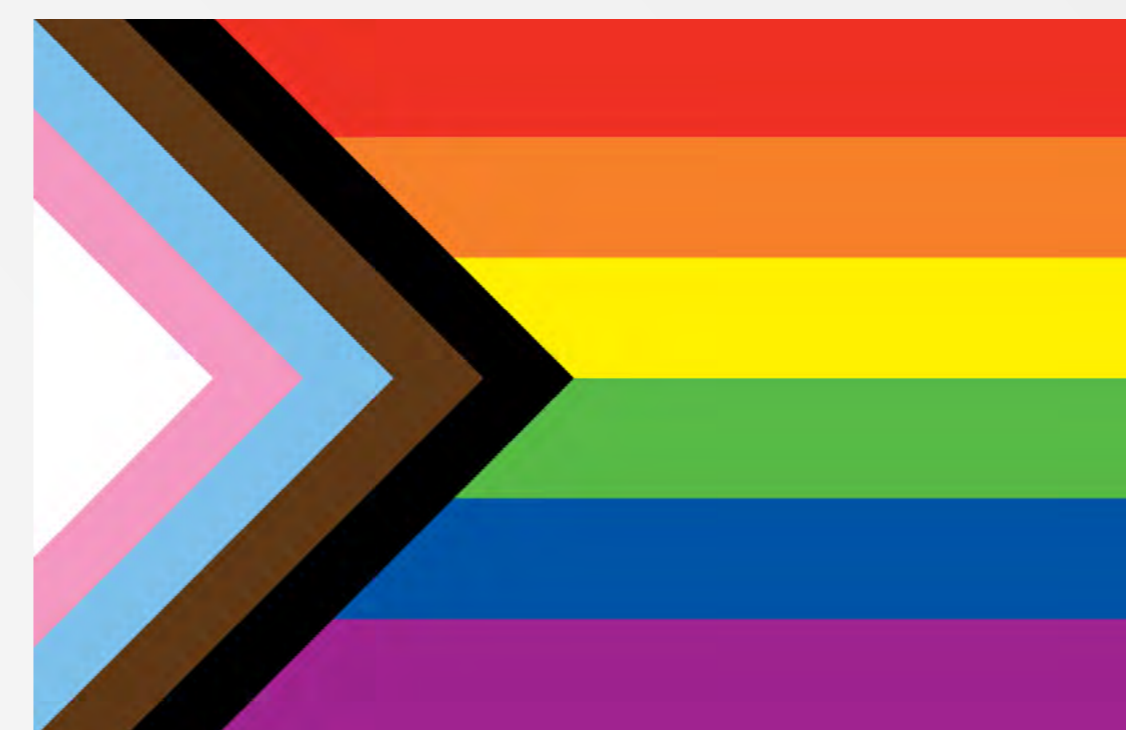


[Click here](#) to learn more.

## Thinking About Coming Out

On National Coming Out Day, we released **Thinking About Coming Out**, a new session for facilitators of Girls Circle®, Unity Circle™, and The Council for Boys and Young Men®. This carefully developed session allows facilitators to lead thoughtful discussions and activities that will empower youth on their journey of self-discovery, discernment, and potential disclosure. Together, we can make a positive impact and support each individual's unique journey.

This valuable resource has been gifted to the Public Domain by One Circle Foundation, allowing you to freely reproduce and distribute it. Support LGBTQ+ Youth with this groundbreaking, thoughtful, free guided session.



[Click here](#) to download.

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# Most Popular Blog Posts



As we reflect on the most popular blog posts of the year, we see a common theme emerging. The stories that resonated most with our readers were those that spoke to the power of **honoring wisdom** and lived experiences. In particular, Moorea Dickason’s [“Finding Voice Through the Power of Silence”](#) and Danielle Sutherland’s [“Using Your Manual”](#) were two personal accounts that stood out for their insight as facilitators who found effective ways to engage participants in Circles.

Readers resonated with their vulnerable stories of challenges facilitating and managing group dynamics of over-talking and those who don’t speak—until they finally do.

Danielle relived how she first became a facilitator and the valuable resource she found to deliver the best Circle experiences—the Girls Circle Facilitator Manual. This must-have resource for beginner and seasoned facilitators, containing research-based tips, tricks, and tools to solve most Circle issues and manage various group dynamics, significantly improved Danielle’s group facilitation skills.

Many readers also engaged with our announcement of the first digital activity guide, [Mitigating Gender and Racial Bias: Intersectionality and Allyship](#). It’s exciting see such interest in our new, accessible approach to using our skill-building activity guides.

These popular blog posts demonstrate readers’ interest in effectively providing transformative Circle experiences to youth. We aim to promote wisdom, empathy, and connection in all we do - whether through our blog, activity guides, training or consulting, or exchanges with our readers. By honoring the wisdom and experiences of others, we can create significant and long-lasting positive change.



*“Giving teens a little healthy power and allowing them the space to share in their own time can be highly impactful... the power of finding their own voice can come through that gift of space and silence.”*

**Moorea Dickason**  
CHIEF OPERATING OFFICER



*“I struggled those first few years with attendance, group cohesion, and managing group dynamics. I struggled because I didn’t use the tool that was given to me during my training, my facilitator manual.”*

**Danielle Sutherland**  
MANAGER OF OUTREACH AND ENGAGEMENT

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# Training & Curricula Growth

**1,485** people completed One Circle Foundation training, receiving their certification, from across **53** trainings held during the year. The training sessions were conducted both live online via Zoom and in person.

If each attendee from 2023 facilitates just one Circle group during the year, that's **11,880** new youth experiencing Circle. This is in addition to the many thousands of facilitators that we have trained and provided curricula to over our **27** years who are still actively facilitating Circles today.



*"I discovered that a lot of girls are afraid to talk about some topics. By creating Girls Circles, it allows and gives them a chance to speak out and talk about their feelings."*

— FACILITATOR OF GIRLS CIRCLE, TALLAHASSEE FL



*"Being a part of Girls Circle means that I can express myself and be myself without worrying that I'll be judged."*

— PARTICIPANT IN GIRLS CIRCLE AT OASIS CENTER FOR GIRLS IN TALLAHASSEE, FL

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# Full-Time Staff and Trainers



**Moorea Dickason, CHIEF OPERATING OFFICER**

After three years of completely remote work, I had the privilege of attending several in-person One Circle Foundation events this year. These opportunities for face-to-face **connection** with our community were profoundly impactful. I attended in-person staff and board of directors retreats in California, and two in-person OCF training events in Oregon. The time spent together in Circle, on collaborative activities, and in the spirit of growth and development were incredibly powerful and valuable. I look forward to more ahead!



**Vanessa Caveney, DIRECTOR OF DESIGN AND TECHNOLOGY**

Working at One Circle Foundation has been the honor of my life. Staff and the wider community involved really do **'walk the talk'** and strive to enact our mission whole-heartedly. As a participant of Girls Circles in my youth, I personally know the power and impact of this work.



**Christopher Emanuel, CO-TRAINER, COUNCIL FOR BOYS & YOUNG MEN FACILITATOR TRAINING**

A significant moment for me occurred in Hilo, Hawaii, when a participant recognized the effectiveness of my delivery of **Motivational Interviewing** theory and expressed how it brought clarity to her. In that instance, I realized that I had developed and grown as a trainer. As an organization, I am enthusiastic about our trainers engaging in professional development to enhance our skills. This will enable us to establish a system for future trainers, allowing us to achieve a greater impact in our most vulnerable communities with increased efficiency.



*"Being part of Girls Circle helped me to be a better communicator and more empathetic towards the girls in my group."*

— PARTICIPANT IN GIRLS CIRCLE AT OASIS CENTER FOR GIRLS IN TALLAHASSEE, FL

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# Full-Time Staff and Trainers



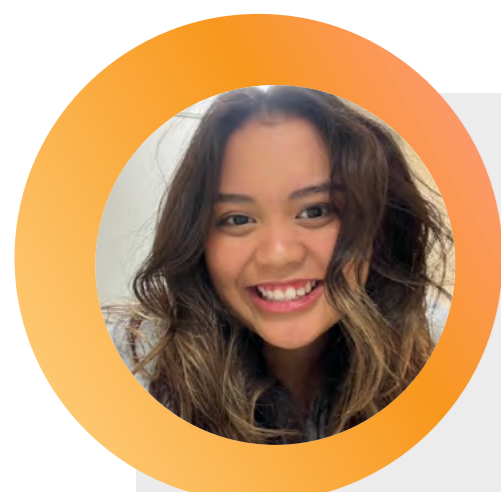
**Patricia Greenwell, OFFICE MANAGER**

I'm proud of the continued growth of our library of **curricula**, adapting and adding electronic offerings, as well as expanding our library with inclusive, current-topic, trauma-informed curricula to support those doing the good work.



**Victoria Mahand, DIRECTOR OF TRAINING**

I was honored to train One Circle Foundation's first in-person **Mitigating Gender and Racial Bias: Intersectionality and Allyship Training** in Bakersfield, CA on Feb. 15, 2023. The training is near to my heart because back in 2018, in collaboration with my colleague, we leveraged our personal knowledge and experience to bring the idea and concept of this training to life.



**Jazlyn Surell, ADMINISTRATIVE ASSISTANT**

I take immense pride in the outstanding efforts of the OCF team as they passionately pursue our mission. Particularly noteworthy is the dedication poured into the digitization of our curricula, aiming to provide **wider accessibility** to our activity guides at a reduced cost.



*“Facilitating Girls Circle means that I get to teach them that their feelings are normal and teach them skills to work through their feelings. I get to engage with the young girls in my community and connect with them about the things that I wish I had someone to guide me through when I was their age.”*

— FACILITATOR OF GIRLS CIRCLE, TALLAHASSEE FL

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# Full-Time Staff and Trainers



**Danielle Sutherland, MANAGER OF OUTREACH AND ENGAGEMENT**

From the moment I sat through my first Girls Circle Facilitator Training in 2017 with Victoria Mahand, I knew I wanted to be a part of this organization. I started my journey with OCF as a trainer in 2020, and I accepted my first full-time role in January 2023. I am grateful for the support and learning opportunities I have received within the organization and the **positive work culture** at One Circle Foundation. I'm confident that more great things will happen in 2024.



**Doreen Thompson, BUSINESS SUPPORT COORDINATOR**

A personal highlight moment at OCF from 2023 was training the Girls Circle Facilitator Training in Chico, CA. This community has gone through a great deal in supporting LGBTQ+ youth. To be able to connect with this community and hear the personal and professional consequences of supporting the **rights of the LGBTQ+ community** gave me hope for all LGBTQ+ youth.



**Elizabeth Morris**

**INSTRUCTOR**



**Michelangelo Lobato**

**INSTRUCTOR**



**Valerie Ekue**

**INSTRUCTOR**

**➤ [Dynamic Experiences](#)**

Read more about the amazing roster of trainers who bring you unforgettable training experiences on our [Instructors page](#).



*"Sometimes the student is the teacher. Sometimes silence precedes revelation. Sometimes patience heals."*



**[Finding Voice Through the Power of Silence](#)**

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# Honoring Wisdom, Living Our Core Values



**Vilma Caban-Vazquez, ED.D.**

It is a great honor to celebrate my first year anniversary serving on the One Circle Foundation Executive Board. Coming together for our annual board meeting in San Diego was such a professionally fulfilling opportunity. It was a **true congress of thoughtful exchange** and purposeful planning. One Circle Foundation is leading the way in promoting equity, diversity, and inclusion with digital access to our wide range of research-based curricula. The translations of our PRIDE curriculum in Spanish is ground-breaking.



**Harsh Jadhav, CPA, CISA, CISM, CITP, CFE, CRMA, CRISC, CHIEF AUDIT EXECUTIVE, ACERA**

As a new Board Member, I continue to be impressed with the **high quality of decision-making** from OCF leadership and staff as they implement our mission and create a larger footprint to service more young people.



**Vicki Pitstick, PH.D., CURRICULA CONTRIBUTOR**

I am so proud that the organization has been able to provide so many different activity guides for so many different populations. The organization truly lives up to its commitment to making sure many **voices are heard** in our society.

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# Financial Highlights

[Click here](#) to view our 990 report on Guidestar.org.

We are committed to being transparent in our operations, and we invite you to review our financial 990 report on GuideStar.org. Our platinum-level status indicates the **highest level of transparency** and accountability, reflecting our dedication to excellence in nonprofit operations. This ensures that you can trust us and know that your support is valued.

## OUR DONORS & PARTNERS

We extend our heartfelt gratitude to our dedicated donors, members, training hosts, contributors & the organizations who made substantial investments in One Circle during 2023. Your unwavering support continues to drive the success of our nonprofit mission.

2HRV  
Almaden  
Anna Dimitruk  
ARI  
Arrow Benefits  
Boys & Girls Aid  
Center for Human Development, Inc.  
Chico Unified School District  
Christopher Sherman  
Community Boost  
Douglas Education Service District  
East Hawaii-Student Based Behavioral Health  
Fong Bros.  
Fort Dodge Community School District  
H.N. Christensen Insurance Brokers LLC

Harsh Jadhav  
Hillside  
Indian River School District  
Jamie Dooley  
Jeffrey Brown  
Jeffrey LaDue  
Jewish Community Fund  
Johnitha McNair  
Joseph Rucker  
Judicial Branch, Court Support Services  
Division  
Katie Gilbertson  
Kemy Joseph, MS, EDS  
Kern County High School District  
Khamor Johnson-Bey

Lowen Boang  
Mariah Tuffy, MSW  
Nancy Roldán Johnson  
Naning Ko  
NY State Division of Criminal Justice Services  
Nora Ellertsen  
Pace Center for Girls  
Pamela Clements, LMFT  
Priscilla Martinez, LCSW  
Robin Testerman Beeson  
Roundtable of St. Lucie County, Inc.  
San Diego Refugee Communities Coalition  
Santa Barbara County Probation  
Santa Rosa City Schools  
Spartanburg School District Consortium

Suffolk Cooperative Library System  
Tammi Edwards  
Temecula Valley Unified School District  
Terri Stewart  
THRM (Edna Nakamoto & Holly Neu)  
Tondia Neal  
Toya Wallace  
Tracy Youngston  
University of Tennessee  
Valencia County Juvenile Justice Advisory Board  
Vicki Pitstick, PhD  
Walter Stella at Cozen O'Connor  
Annie Smith  
Wayzata Public Schools  
YWCA Rhode Island

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# Congratulations and Thank you, Beth.

At the end of 2023, we celebrated the service of Beth Hossfeld, our esteemed Co-Founder and former Board President, who transitioned into an advisory role after 27 years of passionate and dedicated leadership. Beth has been an influential mentor to all staff and board members at One Circle Foundation. Her steady commitment to our mission and desire for all young people to experience the safety and inclusivity of Circles have guided her decisions and helped cultivate a culture of quality, thoughtful intention, and compassion at OCF. Over the past year, Beth worked hard to ensure a sustainable leadership framework for the organization. Her impact will endure well beyond her tenure on the staff and board, leaving a lasting legacy.



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# Board of Directors



2023 was a year of organizational change and strategic planning implementation. The Board of Directors has been instrumental in ensuring organizational decisions have been guided by our vision and mission. Read more about each member at [onecirclefoundation.org/board](https://onecirclefoundation.org/board).

## THE 2023 BOARD OF DIRECTORS



### Beth Hossfeld, LMFT

**BOARD CO-CHAIR**

Co-Founder – One Circle Foundation, Therapist – Private Practice

### Nancy Roldán Johnson

**BOARD CO-CHAIR; FINANCE & BOARD DEVELOPMENT COMMITTEES**

Co-Founder – Together For Latinas, Inc.

### Christina Quaranta, MPA

**BOARD SECRETARY; BOARD DEVELOPMENT COMMITTEE**

Executive Director – CT Justice Alliance (CTJA)

### Harsh Jadhav, CPA, CISA, CISM, CFE, CRMA, CRISC

**BOARD TREASURER; FINANCE COMMITTEE**

Chief Audit Executive – Alameda County Employees Retirement Association (ACERA)

### Vilma Caban-Vazquez, ED.D.

**MEMBER AT LARGE, PUBLIC RELATIONS COMMITTEE**

Humanitarian Researcher, Program Evaluator and Educator

### Lauren M. Perry, ACSW

**MEMBER AT LARGE**

Former Executive Director – The Beautiful Foundation

### Norrine Russell, PH.D.

**CHAIR, STRATEGIC PLANNING COMMITTEE**

Founder – Russell Coaching for Students

### Kimberly Selvaggi

**MEMBER AT LARGE** (joined in November 2023)

Chief Strategy Officer – Community Solutions, Inc.

### Aimé Mukendi Jr.

**MEMBER AT LARGE** (through April 2023)

President – Sir Aimézing, LLC.



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# ONE CIRCLE FOUNDATION

We are all connected.



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[onecirclefoundation.org](http://onecirclefoundation.org)